

EXHIBIT F

Re: Appeal for William Foley

Subject: Re: Appeal for William Foley

Date: Mon, 7 Oct 2002 11:59:46 -0400

From: Julie Liptak <Julie.Liptak@alcatel.com>

To: Nancy Krangle <nancy.krangle@alcatel.com>

CC: megan.donovan@alcatel.com

Nancy, Bill's title within Astral Point and Alcatel was Account Director. He never managed people while he was Astral Point or Alcatel. As such, he received the appropriate severance package. His contention has been that since Dan Micelli and Fred Parenteau received Director level packages, he should have had that as well. When I discussed with Megan, she indicated that just because one person received the wrong package, doesn't require us to provide it to others when we know it to be an error.

What I learned when looking into it was that Bill Foley and one other individual reported to Fred Parenteau until April '01 when the other individual was laid off and the org structure was changed to reflect that both Parenteau and Foley reported to the East Coast VP of Sales, Jim Lowrie. At that point in time, Parenteau's title should have been changed to Account Director, but wasn't. The title information that we used to do the severance packages from the Astral Point HR system is shown below. Bottom line, Micelli and Parenteau still had Director level position titles in the system while Foley only had Director in his title, as all other Alcatel Account Directors do. Since Parenteau's title was never changed in '01, he received the director level severance in error.

Employee Name	Company Job Title
Foley, William	Account Director
Micelli, Daniel	Director, Major Accounts
Parenteau, Fred	Senior Director of Sales NorthEast
Daniels, Reggie	Senior Director, SE Sales
Battillo, Marilyn	Senior Sales Director - East Region

Here's the eco information:

William Foley-45 yrs old Caucasian
 Dan Micelli-40 yrs old Caucasian
 Fred Parenteau-43 yrs old Caucasian
 Reggie Daniels-35yrs old African American
 Marilyn Battillo-44 yrs old Caucasian

Hope this helps. Please let me know if you need additional information.

Julie Liptak
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 Alcatel USA, Eastern Region
 (919) 850-6519

Nancy Krangle <nancy.krangle@alcatel.com>

10/06/2002 05:34 PM

To: Julie LIPTAK <Julie.Liptak@alcatel.com>

cc:

Subject: Appeal for William Foley

Julie,
 I need your input as to the events surrounding the title change and subsequent RIF of William Foley (former APC employee). He has sent a 2nd appeal for benefits at a Director level under the Severance Plan. Toby replied to the 1st appeal based on the title in our system. In Bill's 2nd appeal, he claims we are being discriminatory in the F. Parenteau and Dan Micelli both received a Director's package. If my understanding is correct, Micelli's package was a mistake, and Parenteau was a true Director.

11/14/2002 5:43 PM

Please provide me with any information you can, as we will have to take this one to the Benefits Administrative Committee for a final decision. I'll fax you a copy of the latest appeal letter for your information. Thanks for the assistance.

Nancy

Nancy Krangle <nancy.krangle@alcatel.com>
Communications Manager
Corporate Compensation & Benefits